

Study Session Minutes  
Selah City Council  
December 12, 2017  
4:06pm

Mayor Raymond opened the Study Session.

Community Development Supervisor Peters spoke about the background of the Sub Area plan and the steps taken to reach out to local businesses and property owners in the designated area, referring Council to the information provided on comments compiled from meetings with them. He then turned the meeting over to Debra Lacombe and Greg Dorn.

Ms. Lacombe outlined the steps taken and those still to be done, referring Council to the schedule provided in their packets.

Mr. Dorn talked about the individual meetings he and Community Development Supervisor Peters held, and what concerns, thoughts and ideas were presented. He listed several concerns, such as safety on First Street, difficulty making left turns in and out of businesses, the increase of traffic on Third Street and the need for improvements for pedestrian traffic on that road, improving the appearance of First Street, a Welcome to Selah sign, wayfinding signs, trees and landscaping, and using dead or under-developed space at the back of long skinny lots.

Discussion followed, with Council Members providing feedback on the project. Topics discussed included having more of a theme for the city to make it cozy and uniform, adding hanging baskets and benches to the area, a map of local businesses and wayfinding signs, higher density with mixed use, maintenance and cost of landscaping and flower baskets to include adding a water drippage system, addressing blighted areas on the south end of town, expanding the trolley line into the downtown district, adding in a bike lane on Third to keep the off First Street, putting a roundabout in at the south entrance to town, walkability, safety concerns with pedestrian traffic in medians, the need for a truck route to alleviate truck traffic down First Street, making vacant buildings attractive to renters, and the need for an anchor store to draw in smaller boutiques.

The Study Session ended at 5:27pm.

City of Selah  
Council Minutes  
December 12, 2017

Regular Meeting  
Selah Council Chambers  
115 West Naches Avenue  
Selah, WA 98942

- A. Call to Order Mayor Raymond called the meeting to order at 5:30pm.
- B. Roll Call
- Members Present: Paul Overby; John Tierney; Roy Sample; Laura Ritchie; Roger Bell; Diane Underwood; Russell Carlson
- Members Absent:
- Staff Present: Donald Wayman, City Administrator; Robert Noe, City Attorney; Dale Novobielski, Clerk/Treasurer; Gary Hanna, Fire Chief; Jim Lange, Deputy Fire Chief; Rick Hayes, Police Chief; Joe Henne, Public Works Director; Ty Jones, Public Works Utility Supervisor; Jeff Peters, Community Development Supervisor; Dave Mullen, Recreation Manager; Bree Tait, Civic Center Manager; Andrew Potter, Human Resources Manager; Monica Lake, Executive Assistant
- C. Councilmember Absence – Motion to Excuse **None**
- D. Pledge of Allegiance
- Public Works Director Henne led the Pledge of Allegiance.
- E. Invocation
- Deputy Police Chief Steen gave the prayer.
- F. Agenda Changes **None**
- G. Public Appearances/Introductions/ Presentations
1. Presentation to Outgoing Council Members
- Mayor Raymond thanked Council Members Ritchie, Overby and Sample for their service to the community in serving on the Council. A marble apple was presented to each one.
- H. Getting To Know Our Businesses **None**
- I. Communications

1. Oral

Mayor Raymond opened the meeting.

Cecil Aston, 511 Harris Drive, approached the podium and addressed the Council. He stated that he has been a transit operator with the City of Yakima for twenty-six years, and has served his friends and neighbors in Selah since inception of Selah transit. He expressed his appreciation for the opportunity to bring another perspective on the transportation service provided, adding that he has concerns regarding a drastic change in the transportation service provided to citizens without a public hearing on the matter, when the vote taken was specific that the service would be provided by Yakima transit. He felt that the City was getting ahead of itself by deviating without public announcement or input, saying that he was aware of Medstar's history of putting in a low bid and coming back with a proposal that ups the ante. He found it interesting that neither provider considered by the City mentioned the necessity for a public hearing on the matter. He also addressed the direct service to places such as medical areas in Yakima, Yakima Valley College, and YV Tech, remarking that it sounds great to go directly to these places but from the Civic Center to Selah takes seven minutes then a transfer and eight to twelve minutes to any other location, and that if they change the route they might have someone on a bus for ninety minutes. He briefly explained the difference between their buses and the ones used by Yakima Transit as pertains to people with walkers and wheelchairs, citing a two to three minute time for Medstar and a fifteen second time for the current bus on the route. He again expressed appreciation for the opportunity to speak, adding that they need to make sure the changes are not due to politics and personality issues between the two agencies but they are doing something serving the residents and neighbors of Selah.

Whitney Stohr, Selah Downtown Association, approached the podium and addressed the Council. She informed Council that the SDA board approved their 2018 budget at their last meeting, and gave a brief overview of some projects for 2018, which include the facade grant program and the beautification grant program, earmarking more money for First Street improvements and signage, and a six fold brochure business map, with the downtown and a wider area. She noted that they would like to present their budget within the first two months of 2018.

Seeing no one else rise to speak, Mayor Raymond closed the meeting.

2. Written

- a. December Monthly Report for Building Permits/Inspections and Code Enforcement

J. Proclamations/Announcements **None**

K. Consent Agenda

Executive Assistant Lake read the Consent Agenda.

All items listed with an asterisk (\*) were considered as part of the Consent Agenda.

- \* 1. Approval of Minutes: November 28, 2017 Council Meeting

\* 2. Approval of Claims and Payroll:

Payroll Checks Nos. 81296 – 81320 for a total of \$265,668.06  
Claim Checks Nos. 70482 – 70566 for a total of \$397,973.05

\* 3. Resolution N – 5: Resolution Authorizing the Mayor to Sign a Legal Advertising Contract with the Yakima Herald-Republic for the 2018 Calendar Year

**Council Member Tierney moved, and Council Member Bell seconded, approval of the Consent Agenda as read. By voice vote, approval was unanimous.**

L. Public Hearings **None**

M. General Business

1. New Business **None**

2. Old Business **None**

N. Resolutions

1. Resolution Revising Rates for 2018 Water Utility Services

Clerk/Treasurer Novobielski addressed N – 1. He said that this Resolution is to adopt the 2018 water rates, with a four percent increase as provided for in the 2018 budget adopted at the previous meeting, and briefly reviewed the basic rate amounts with the increases.

Council Member Tierney commented that they didn't pass on an increase to the low income seniors and disabled last year.

Clerk/Treasurer Novobielski agreed, saying that it was only on solid waste last year.

**Council Member Tierney moved, Council Member Sample seconded, to approve the Resolution Revising Rates for 2018 Water Utility Services. Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

2. Resolution Revising Rates for 2018 Sewer Utility Services

Clerk/Treasurer Novobielski addressed N – 2. He said that the next Resolution is for the 2018 sewer rates, with a built in four percent increase, and reviewed the impact of an average account, as stated in the Resolution.

Council Member Ritchie asked if there was a projected plan as to rate increases for each year.

Clerk/Treasurer Novobielski responded that it was something developed by the City's engineers.

Council Member Ritchie inquired if there would be a steady four percent increase each year.

Public Works Director Henne answered that the following year is three percent.

Council Member Ritchie wondered if it was all planned out for the next decade.

Public Works Director Henne responded that it is in the six year plan, and he believes it went to 2021.

Clerk/Treasurer Novobielski remarked that the anticipated increase was only three percent, but as the budget came together they realized that wasn't going to be sufficient.

Council Member Tierney inquired as to the number of low income seniors and disabled.

Clerk/Treasurer Novobielski replied that there are more than last year but he believes the number is still fewer than forty customers.

Council Member Tierney asked his fellow Council Members if they concurred with regard to waiving the low income sewer rate increase for this year.

Council Member Ritchie asked if they did it for both last year.

Council Member Tierney answered in the affirmative, adding that they did not for solid waste.

Council Member Ritchie felt that they should perhaps do a waiver every other year.

Clerk/Treasurer Novobielski noted that they did do a reduction on utility tax for that classification to six percent instead of the full amount.

Council Member Carlson asked for clarification regarding multi-use units being charged less than single family residences.

Clerk/Treasurer Novobielski explained that Public Works did some evaluating and studies in the past, and it was determined that provision of service to a cluster of people resulted in less base cost per unit.

Council Member Carlson wondered why it would be less.

Public Works Director Henne responded that they consume less water in a multi-family unit, with smaller families residing there.

Council Member Carlson asked why it would cost less if a person was renting in a multi-family unit.

Public Works Director Henne replied that there is less discharge, so there is less impact to the wastewater treatment plant. He added that they have been unable to get the sewer system plan finished

with their consultant, but did receive a draft Friday. He noted that the last time they did one it appeared that there was less impact to the wastewater treatment plant than a single family home with more than two adults residing there.

Council Member Carlson wasn't sure he agreed that it should cost less for them.

Public Works Director Henne said that they typically have less occupancy than a single family home, adding that they are readdressing the matter due to questions from last year.

Council Member Carlson commented that he thought it was a pretty huge issue.

Community Development Supervisor Peters remarked that it is not just water usage from the house, but also for lawns and other things which people in multi-units do not have.

Council Member Carlson agreed that they use less water but felt there was more sewer usage.

Clerk/Treasurer Novobielski commented that his understanding of the rental business is that there are very few three or four bedroom apartments, so they have fewer occupants and less activity.

Council Member Carlson responded that he has a five bedroom home with three using it.

Public Works Director Henne remarked that maybe they need to base it on consumption instead of a flat rate, and that they would look into that and see what they could do.

Council Member Tierney observed that it wouldn't account for the use of water to keep yards green, although if they wanted to put a meter on his discharge that would be different.

Public Works Director Henne responded that they don't want to do that.

Council Member Tierney felt they need to get an equitable charge for people, and that it doesn't make sense to give them the break they are currently receiving.

Public Works Director Henne noted that it was a proposal from the landlord community to a prior council and they accepted that a while back, adding that the numbers kind of supported that.

Council Member Tierney wondered how the percentage from multi-family in Selah compared to other communities.

Public Works Director Henne replied that he would have to look at that, but Selah is typically right in the middle for rates.

Council Member Tierney stated that his main concern is multi-family, and that they do the right thing with fairness to the residential population. He asked if they could reduce the rate for residential by charging more for multi-family.

Council Member Carlson proposed that they move that to the next meeting as a study session.

Public Works Director Henne responded that it won't be ready by the next meeting, but he would bring it back to Council sometime next year.

**Council Member Bell moved, and Council Member Overby seconded, to approve the Resolution Revising Rates for 2018 Sewer Utility Services.**

Council Member Sample didn't feel that fifteen thousand was a fair amount for low income qualification.

Clerk/Treasurer Novobielski answered that he did some research online regarding a qualifying income for low income, adding that they only count sixty-six percent, which allows someone to earn up to twenty-two thousand and still meet the dollar limit.

Council Member Sample responded that his point was that he feels fifteen thousand to be too low.

Council Member Ritchie remarked that she thought the same last year, but went to a Federal website to look at poverty levels and found it was right there.

Council Member Sample felt that would vary by state.

Clerk/Treasurer Novobielski commented that what he was using for comparison was the assistance program for making energy payments.

Council Member Sample suggested they look at it next year and take into consideration.

Council Member Carlson felt they needed to approve the Resolution and move on, but also that it was important that they not offer a discount just because a person lives in a multi-unit.

Council Member Overby remarked that he has had that conversation a lot over the years, saying that if they base it on discharge they would be talking about prorating the entire infrastructure for how it gets from point A to point B, along with other factors that would into it.

**Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

3. Resolution Revising Rates for the Collection of Solid Waste

Clerk/Treasurer Novobielski addressed N – 3. He said that the resolution for solid waste has a four percent increase built in, and briefly reviewed the new rates.

Council Member Overby remarked that recycling could be a big wild card for next year.

City Administrator Wayman responded that the question isn't settled yet regarding recyclables, although they may run out of options for what to do with the materials and could opt to get out of it altogether.

Council Member Overby felt it could go either way.

City Administrator Wayman observed that, if they continue collecting recyclables, that cost could be passed to the customers who keep it, or they would collect the containers and move on.

Council Member Overby wondered if that would result in a decrease.

City Administrator Wayman felt that it might, but added that the tonnage would go up.

Council Member Underwood commented that they came at nine pm to pick up garbage cans, and felt the company should have warned them that they would be picking up bins late at night.

Council Member Tierney inquired if it was after a holiday weekend.

Council Member Underwood responded that they were swapping out containers.

**Council Member Tierney moved, Council Member Ritchie seconded, to approve the Resolution Revising Rates for the Collection of Solid Waste.**

Council Member Carlson wondered if he received a smaller garbage can.

Clerk/Treasurer Novobielski responded that he has learned that some customers were being charged for a sixty gallon but perhaps had been using a ninety gallon when the smaller size wasn't available, but that has been corrected with the new containers.

Council Member Overby didn't think the container shows how many gallons it is.

Council Member Tierney observed that there is a monthly increase for the ninety gallon but it doesn't say there is one for the sixty gallon service.

Clerk/Treasurer Novobielski replied that he failed to show it in the example, but the new rate is in the Resolution.

**Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

4. Resolution confirming the Mayor's appointment of Bronson Faul to the position of Municipal Court Judge and authorizing the Mayor to sign a Contract with Bronson Faul for Municipal Court Judge services

City Attorney Noe addressed N – 4. He said that the court is a creature of statute, and that State RCW dictates that every four years a judge has to be appointed. He went on to say that Bronson Faul is the current judge, and that the Mayor would like to reappoint him for another four year term. He noted that statute requires that Council confirm her decision.

**Council Member Tierney moved, Council Member Underwood seconded, to approve the Resolution confirming the Mayor's appointment of Bronson Faul to the position of Municipal Court Judge and authorizing the Mayor to sign a Contract with Bronson Faul for Municipal Court Judge services. Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

- \* 5. Resolution Authorizing the Mayor to Sign a Legal Advertising Contract with the Yakima Herald-Republic for the 2018 Calendar Year
- 6. Resolution authorizing the Mayor to purchase playground equipment for Carlon Park from Playcreation and Landscape Structures Inc.

Recreation Manager Mullen addressed N – 6. He said that this Resolution is to purchase new playground equipment for Carlon Park, which Council Member Ritchie spearheaded the research for and held a public meeting on to present the options. He noted that they had a lot of communication with the company to get it just right.

Council Member Ritchie remarked that they only had a few people attend the public forum, but she found the comments very helpful with discussion about the different aspects of the three options. She noted that there is a spot for an add-on in the future, such as a hexagon rope structure for older kids for climbing. She commented that the company has been developing a lot of parks in the valley, and they are good, thoughtful to design, and have good product.

Recreation Manager Mullen added that it is the same company they used for Volunteer Park.

Council Member Carlson asked if the area for future expansion is in the northeast corner.

Recreation Manager Mullen responded that it is right under the tree.

Council Member Carlson wondered if there were additional photos.

Recreation Manager Mullen answered that they did show photos of the other side.

Council Member Carlson inquired if they were completely foregoing the Viking ship but doing blue and gold colors.

Recreation Manager Mullen responded in the affirmative.

Council Member Ritchie commented that the Viking ship would be very boring for many kids wanting to play there, as there were not a lot of things to climb and do, and that it wouldn't capture attention for long or entertain the older kids. She pointed out that this design has taller slides, a rope structure, and other add-ons that would capture wider array of ages.

**Council Member Ritchie moved, Council Member Underwood seconded, to approve the Resolution authorizing the Mayor to purchase playground equipment for Carlon Park from Playcreation and Landscape Structures Inc. Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

O. Ordinances

1. Ordinance Amending the 2017 Budget for Miscellaneous Adjustments

Clerk/Treasurer Novobielski addressed O – 1. He said that this Ordinance is the final budget adjustment for 2017, and that he was pleased with how few expenditures required an adjustment. He briefly reviewed the budget adjustments laid out in the Ordinance.

Council Member Carlson wondered if there would be any adjustment regarding a check to the SDA.

Clerk/Treasurer Novobielski replied that the check was part of what the finance committee approved that night.

City Administrator Wayman added that there was no adjustment necessary.

Council Member Bell inquired about the SPRSA fund.

Clerk/Treasurer Novobielski responded that the original budget had projected a positive balance of one hundred twenty-nine thousand, but the actual result was a negative balance.

City Administrator Wayman remarked that they made a policy decision this year to keep the pool open in afternoons based on feedback from customers, so the hourly wage went up and changed the budget estimation.

Council Member Ritchie asked if it was worth staying open.

City Administrator Wayman stated that they were responding to customer complaints, and meeting the expectations of customers who planned and showed up with the pool not open the previous summer. He added that they kept to the posted hours and the SPRSA had the expectation to have the hours of operation advertised.

**Council Member Ritchie moved, and Council Member Overby seconded, to approve the Ordinance Amending the 2017 Budget for Miscellaneous Adjustments. Roll was called: Council Member Overby – yes; Council Member Tierney – yes; Council Member Sample – yes; Council Member Ritchie – yes; Council Member Bell – yes; Council Member Underwood – yes; Council Member Carlson – yes. By voice vote, approval was unanimous.**

P. Public Appearances

None

Q. Reports/Announcements

1. Departments

Police Chief Hayes said that they would start seeing officers wearing an external vest, which takes the weight off gun belts and eases stress and strain on backs and hips.

City Administrator Wayman asked if it was easier getting in and out of a car.

Police Chief Hayes responded that to him it was the same but he felt it less on his hips, adding that a young guy might find it easier but to him it doesn't feel different. He commented that they would be bringing an Ordinance to Council in January for charging impound and boarding fees for animals rather than using the animal shelter, which cuts costs but cost the department food and officer time on weekends. He noted that Chris Morales is doing fine and would be graduating in March.

Council Member Overby asked if the Humane Society tells people to check with the police department.

Police Chief Hayes answered that they have an animal control Facebook page and pet rescues sharing their postings, and that typically they get phone calls and seldom send an animal to the Humane Society. He remarked that the decorating contest did wonders for spirit and morale with his officers, and thanked the Mayor for doing that.

Human Resources Manager Potter said that he has been working with Jamie Morford on administering a particular benefit, which is life insurance for Police Officers, and they have found some ways to save roughly fifteen hundred to two thousand dollars per year.

Council Member Tierney asked if it was the same coverage.

Human Resources Manager Potter responded in the affirmative, explaining that the current version is an individual portable term which has to be renegotiated based on age and health when it expires, while the new one is a group plan that makes it easier to begin with.

Council Member Tierney wondered how much the coverage would increase if they didn't reduce the payments, and if one hundred thousand was still enough.

Human Resources Manager Potter replied that he can certainly look at that, adding that they are also looking at adding full-time fire staff to that.

Civic Center Manager Tait stated that they had the last bazaar of the season this coming weekend.

Public Works Director Henne said that they received twenty-nine thousand for the water fund from Pacific Power, and have also started putting down fabric at Volunteer Park.

Council Member Carlson wondered why they were putting down fabric.

Public Works Director Henne responded that it keeps the weeds down.

Council Member Tierney asked about more funds to expand the lighting project done the previous year.

Public Works Director Henne replied that they did every light the City owns in that project, and that the remainder are leased from Pacific Power.

Council Member Tierney wondered if they would upgrade.

Public Works Director Henne responded that he heard they would start putting them in.

Council Member Carlson inquired about a timeline to start discussing sewer.

Public Works Director Henne replied that he would call HLA to do an analysis and bring to Council in February.

Clerk/Treasurer Novobielski gave a property tax update, noting that they received twelve thousand more than budgeted for the entire year. He said that he would share the final sales tax numbers with Council in January.

Community Development Supervisor Peters thanked Council for taking time for a study session to give their comments on the subarea plan, saying that they would be coming back at the second meeting in January, and another in February, with all pieces laid out for them. He remarked that the main focus for businesses contacted was the downtown area and First Street corridor, but requested that Council reach out to City Administrator Wayman by next Tuesday with any additional businesses they wished him to contact, and he would get the information from him to set up appointments. He said that he has been working with Matson Fruit to get the rezone done, and would have the Hearing Examiner conduct a public hearing on January 4<sup>th</sup>, with a decision issued in early February. He noted that they are also working on the code compliance case, and have been reaching out to the appropriate agencies to have correct representation to make sure gets fair unbiased account of any and all issues associated with the subject property.

Recreation Manager Mullen said that he has been working on planning for 2018 events.

Council Member Tierney asked about the date for the car show.

Recreation Manager Mullen replied that it would always be the third Saturday in June.

City Attorney Noe had no report, but gave his best to the departing Council Members.

## 2. Council Members

Council Member Ritchie said that she appreciated the cooperation in dealing with issues the last couple years. She has enjoyed her time on the Council and learning about things she never thought she would.

Council Member Overby said that it has been an interesting twelve years; during that time he's served with three Mayors, three City Administrators, and twenty-five separate Council Members. He welcomed the new Council Members and hoped they look forward to it as much as he did.

Council Member Sample had no report.

Council Member Tierney thanked the outgoing members for their dedication to Council, adding that he thinks Council member Overby was the longest running Council Member in many years. He hoped that each of them would remain engaged and involved in assisting the City in moving forward. HE asked City Attorney Noe whether they need a public hearing on transit.

City Attorney Noe responded in the negative, saying that what Council has done is look at another provider, and there will be public input regarding the bus destinations.

City Administrator Wayman added that who serves the City isn't the subject of the hearing, but the stops and type of service is.

Council Member Tierney welcomed the new members of Council.

Council Member Bell echoed Council Member Tierney in welcoming the new Council Members. He reminded everyone that there is an SPRSA meeting on January 22<sup>nd</sup>, at approximately 6:30pm at the Civic Center, to take input on preparation for levy submission.

Council Member Underwood thanked the outgoing Council Members, saying that Council Member Ritchie brought knowledge with her attorney background, Council Member Overby provided a lot of knowledge, and Council Member Sample did as well, being a business owner and in construction. She looked forward to having new people on Council.

Council Member Carlson thanked the outgoing Council Members, saying that he appreciates what they have done, and expressed his excitement for the incoming members. He added that it is mind-blowing, what it takes to keep these wheels turning, and a lot of credit goes to the staff who keep things moving and get things done. He noted that the pledge time for SDA funds starts January 8 next year, and that money has to be contributed no later than November 15.

### 3. City Administrator

City Administrator Wayman gave a brief update on transit, saying that they are finishing up the contract with Medstar, and received a preliminary bus route today. He went on to say that they have had good discussions with the City of Yakima regarding how operate in their City, and are developing an MOU with them. He echoed City Attorney Noe's comments, saying that it has been a pleasure to work with Council Members, Ritchie, Overby and Sample, and he will miss having discussions with them and getting their input on matters.

4. Boards **None**

5. Mayor

Mayor Raymond wished everyone safe Christmas and congratulated the Police Department for winning the departmental decorating contest.

**Council took a five minutes recess.**

P. Executive Session

1. 15 Minute Session – Potential Litigation RCW 42.30.110 (1) (i)

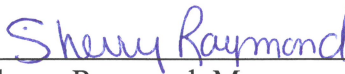
Council went into Executive Session at 7:08pm. At 7:23pm, Council went back on the record. Mayor Raymond stated that no action was taken during the Executive Session.

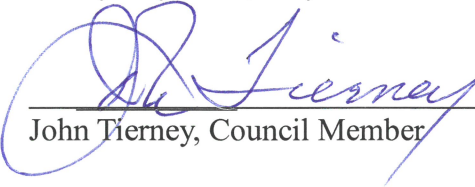
Q. Adjournment

**Council Member Tierney moved, and Council Member Carlson seconded, that the meeting be adjourned. By voice vote, approval was unanimous.**

The meeting adjourned at 7:23pm.

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Paul Overby, Council Member

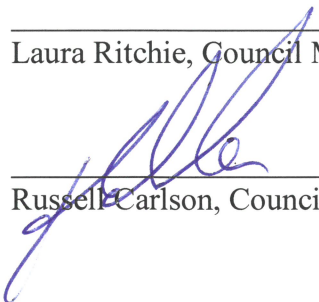
  
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Sherry Raymond, Mayor

  
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John Tierney, Council Member

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Roy Sample, Council Member

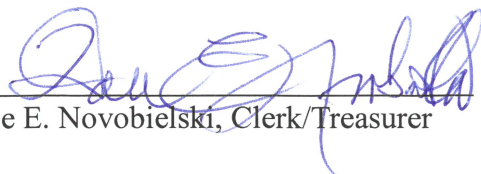
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Laura Ritchie, Council Member

  
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Roger Bell, Council Member

  
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Russell Carlson, Council Member

  
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Diane Underwood, Council Member

ATTEST:

  
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Dale E. Novobielski, Clerk/Treasurer